

**MEETING THE CHALLENGE
A CONFERENCE
ON
POLICE – BLACK COMMUNITY RELATIONS**

APRIL 27–28, 1990

Sponsored By:
The Jamaican Canadian Association

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Funded By:

**Ministry of Citizenship and
Ministry of The Solicitor-General**

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Submitted:

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1.0 PREFACE

Community-based policing has more importance than it has ever had before. In Toronto the rapidly changing nature of the society has made it imperative for both citizens and peace officers to search to new and innovative ways of addressing common challenges of the twenty-first century.

Toronto is currently experiencing a period of a crisis in race relations. Tensions have been heightened by the negative relations between the police and a segment of the Black Community. The recent police-community conference, Meeting the Challenge, April 27 and 28, 1990, was not only useful but timely as well. It sought to address some of the very real issues that need to be examined.

Participants recognized that any such attempt would not be without controversy and some anguish. It is to the credit of all involved that the effort produced, in the final analysis, a very strong mandate for action from both community and police. The task is clear. Bridges must be built - carefully yet speedily. We must develop a common respect for each other and for the process of continuing dialogue to which there is strong commitment. If any partnership is to work it must be built on an abiding trust in the values of communication, honesty, consistency, forthrightness and plain hard work.

Comments and resolutions in this report address clearly the need to improve the knowledge, rights and responsibilities of citizens; the need to have on-going dialogue between the police and the community; and for the community and the police to develop and commit themselves to enhancing valuable working relationships.

Readers will notice we have designated two pilot areas in which we hope to begin the work. This will help to determine the degree to which the approach will be modified. Fundamental to the success of this initiative will be the fullest involvement possible of the widest cross-section of members of the Black Community - residents (Youth and single mothers), service providers, community workers, etc. It must also include the full complement of police officers who have a specific stake in those communities.

The fundamental expectation of this entire effort is that as a result of the extensive interaction that will take place, over time we will positively improve the racial climate, increase cultural awareness and improve mutual tolerance and respect between the police and the Black Community.

2.0 ACTION PLAN

The conference was one step in the long term plan of the Steering Committee which began its work over a year prior to the April, 1990 event. The purpose of this action plan is to put in place a series of concrete activities which implement the recommendations developed in the conference workshops.

Essentially, this action plan identifies:

- the basic developmental work which needs to be done to ensure that the recommended activities build on existing initiatives, where appropriate, or develop new ones where needed;
- basic short and long term activities and consultative mechanisms to ensure that this strategy is implemented with the knowledge, understanding and cooperation of individuals, groups and organizations involved in police-Black relations; and,
- the importance of ongoing evaluation and analysis of the strategies being built into the process to ensure accountability to the Black Community and the Police Forces in Metro Toronto.

The Steering Committee agreed to the following steps of a one year action plan to put into effect the results of the conference.

- | | |
|---|-------------|
| (1) A facilitators/resource persons debriefing. | May 9, 1990 |
| (2) Coordinators draft Conference Report, receive comments from Steering Committee and finalize Report and Action Plan. | June, 1990 |
| (3) With report's completion, Coordinators become volunteer members of Steering Committee. | June, 1990 |

- | | | |
|-----|--|---------------------------------|
| (4) | Finalized Report and Action Plan sent to everyone invited and/or who attended the conference plus other interested people. | July - August, 1990 |
| (5) | A weekly community radio series exploring issues identified at the conference. | September - November (13 weeks) |
| (6) | Members are added to the Steering Committee to enhance community representation for pilots and other initiatives. | Oct. 1990 |
| (7) | JCA and Steering Committee of police and community representatives seek funding from a variety of sources including the local community and the Ontario Solicitor-General for support of pilot projects and to cover costs of hiring local facilitators from the targeted communities. | Oct. 1990 |
| (8) | JCA develop methods to maintain contact with all other parallel police-minority initiatives (i.e. Council on Policing and Race Relations, Metro Toronto Working Group, Legal Advice Network, Regent Park and other developing initiatives, etc.). | Nov. 1990 |

Finally the operating pilots and police-minority initiatives in other communities on the need areas.

- (9) JCA facilitate the development of Police - Black Community liaison models in two local neighbourhoods communities, e.g. Lawrence Avenue-Kingston Road-Division 42, Jamestown-Division 23.

Nov. 1990
(ongoing)

The objectives of these pilot projects will be to establish dialogue. The development process will include the following elements:

(a) Consult the key organizations in each community including youth, schools, and community residents with a view to establishing priorities;

(b) Integrate police representatives from the corresponding divisions into the process;

(c) Black Community - Police liaison groups will set their own agenda. Tasks undertaken by the groups will be monitored on a regular basis by the Steering Committee.

- (10) After six months, evaluate pilots and Steering Committee operations.

May, 1991

- (11) Modify the operating pilots and create new pilots in other communities as the need arises.

June, 1991

It was clear from the consultations, that significant numbers of Black youth were sufficiently alienated from the police and that they would be willing to lead the programme, because they felt it would not result in any positive resolutions. This gave an added sense of urgency to the need for the conference as a means of identifying the seriousness of this situation.

3.0 OVERVIEW OF CONFERENCE

"Meeting the Challenge" was held at the downtown Holiday Inn, Toronto on Friday evening April 27th and all day Saturday, April 28th, 1990.

Sponsored by the Jamaican Canadian Association, the conference was a shared initiative of the Association, the Metropolitan Toronto Board of Commissioners of Police, and the Metropolitan Toronto Police Association. Approximately 180 police and Black Community representatives attended the Conference.

Funding for the conference was provided by the Ministry of Citizenship and the Ministry of the Solicitor General. An 18 member committee of Police and Black Community representatives had been meeting over the previous year to develop methods of improving Police - Black Community dialogue in Toronto.

The conference was viewed as an important first step in identifying and developing:

- a) models and strategies for positive police community relations;
- b) a structure for ongoing police community liaison at neighbourhood levels; and
- c) methods of securing support for this structure.

Extensive consultations were held with individuals and groups in Regents Park, Dixon Hall, Jane-Finch and Lawrence Heights to obtain feedback on the issues, style and format which should shape the conference agenda.

It was clear from the consultations, that significant sectors of Black Youth were sufficiently alienated from the police and that they would be unwilling to attend the conference, because they felt it would not result in any positive solutions. This gave an added sense of urgency to the need for the conference as a means of identifying the seriousness of this alienation.

3.1 Friday Evening

The conference opened on Friday evening with addresses by Miah Bailey, President of the Jamaican Canadian Association, Hon. Bob Wong, Minister of Citizenship, June Rowlands, Chairperson of the Metropolitan Toronto Police Commission and Akua Benjamin, a community activist. Ms. Benjamin's hard hitting address reflected the high degree of alienation and anger which the community consultations identified.

Concern was expressed by some community participants and police representatives that the nature of Ms. Benjamin's address would "turn off" the police participants and would be counterproductive to the ultimate goal of the conference to provide a blueprint for improving future relations between the Police and Black Community in Metro Toronto.

3.2 Saturday Morning - An Opening Plenary

The Saturday morning plenary opened with a CBC video presentation on the changing face of Toronto. This was followed by presentations by a 4 member panel composed of: William McCormack, Chief of Metropolitan Toronto Police, Karamjit Singh of the British Police Complaints Authority, Roy Foster, youth representative and Dr. Elsie Scott, Executive Director of the National Organization of Black Law Enforcement Executives (NOBLE), Washington, D.C.

Chief McCormack acknowledged the need for change in police responses to the Black Community and pledged his willingness to work to improve relations between Metropolitan Toronto Police and the Black Community.

Mr. Karamjit Singh stated that effective police-community dialogue does not have pre-determined parameters or assumptions and is linked to observable changes occurring within police organizations.

Roy Foster restated the strong feelings and views of a segment of Black youth who feel alienated from the police.

Dr. Elsie Scott indicated that the real changes her organization has been able to achieve in Police-Black Community relations began with tough dialogue followed by ongoing serious liaison efforts.

The opening plenary was followed by a frank and candid question and answer session moderated by Ken Jeffers. The luncheon address was given by Hon. Steven Offer, Solicitor General of Ontario. The Minister outlined the steps which the provincial government is taking to address issues affecting police - Black relations in Toronto with special emphasis on the new Police Services Act (passed into law in 1990).

3.3 Workshops

After lunch participants broke into six workshops which examined the issues identified in the pre-conference consultation.

1. Rights and Responsibilities

Workshop 1 examined the rights and responsibilities of both Black citizens and police officers in the community and recommended specific actions to help police and members of the community better understand and demonstrate their respective rights and responsibilities.

This workshop recommended developing models for joint neighbourhood partnership which bring police and the Black Community together. The workshop called on the JCA to work with other community groups to bring this about.

Special effort should be made to bring youth into the decision making process in designing programs and use of community space whether it is in community centres, parks or other recreational centres.

2. Public Housing

This workshop examined the manner in which Black tenants in public housing are treated by police in the course of their duties in these facilities.

The workshop recommended the need for more collaborative mechanisms to increase dialogue between police and black community in Metro housing areas and for Black tenants to feel empowered to take control of their housing areas thereby increasing community pride in this environment.

3. The Justice System

Workshop 3 examined the perceived differential treatment of Blacks within the justice system and recommended the need for:

- a) an objective study of disadvantaged black and white youth to determine whether Black Youth are being treated fairly or unfairly by the system;
- b) better public education programs and materials to educate the community on how the police work, specific Youth programs to educate Youth about the danger of breaking the law; race relations and cross-cultural training for personnel in the justice system (lawyers, judges, JP's, etc.);
- c) formalized and more open community consultative committees.

4. Drugs

This workshop took a critical look at how the police approach the issue of drugs in the Black Community and why there is a perception that Black youth are singled out more frequently for drug charges.

Recommendations included the need for approaches to public education which:

- a) educate the police on positive aspects of black heritage and achievements within the community;
- b) educate the Black Community (parents and children) about the dangers of using and selling drugs and on becoming more involved in fighting drugs in their respective neighbourhoods;
- c) ensure more representation of Blacks on drug related committees and councils.

5. Women's Issues

Workshop 5 identified issues relating to policing of domestic issues in the community and explored expectations of Black women on the outcome of police actions in these areas.

Recommendations included more public education models to dispel misperceptions about Black women, and research into police procedures regarding responses to domestic violence calls.

6. Recruitment and Retention of Black Officers

This workshop examined barriers to recruitment of Blacks and their mobility in the Metropolitan Police Force and the experience of Black officers in the system.

Recommendations included the need to develop strategies for Black Community organizations to assist the police in recruiting Blacks through: (1) co-sponsorship seminars and (2) other activities targeted at women, youth and family units (3) and through providing awards to organizations which successfully help recruit Blacks to the force.

Recommendations were also directed at developing co-operative programs, open houses, sponsorships and internships for school age children and young adults which break down barriers between police and the community.

Joint publicity recruitment campaigns and involvement of police associations in recruitment activities were also considered important.

3.4 Final Plenary

The conference ended with a closing plenary moderated by Roy Williams.

A synthesis of the recommendations and some suggestions for a possible follow-up blue print and action plan was presented by Dr. Reginald Wells of NOBLE.

Dr. Wells identified the initial defensiveness of participants after the Friday night opening session and the unwillingness of people to come to grips with the issues, voice their concerns and propose solutions. Wells urged the participants not to be captives of the past but to be influenced by it. He said that progress had been made at the conference and it should be ensured that the momentum is not lost.

He identified that there was clearly a lack of understanding about police practice, policies and procedures in the Black Community and he expressed the need for the police to educate the community and share the information with them.

Wells stated that the perceptions of both the police and the community have validity until factual information dispels or confirms these perceptions. He urged the police to ensure that police procedures and practices must be seen to be uniformly applied to Blacks and whites alike and that as a priority police must be seen to SERVE as well as protect and defend. Without this priority, the police will continue to be misperceived in the Black Community concerning their role in policing the community. Dr. Wells stressed that the Black Community must take responsibility for itself; the police cannot do the job of fighting crime by themselves.

In reviewing this workshop recommendations, Dr. Wells called for a "host of activities" directed at young Black people and supported by and activated by the police and the community jointly, with input from young people themselves.

Feedback to the community was a central issue that had to be addressed, not only those who have filed complaints but feedback to the community at large.

In terms of specific approaches to follow-up mechanisms, Dr. Wells identified the need for some changes in police procedures to domestic situations involving Black women.

In all the workshops there were some clearly identified common solutions. These included:

- a) The need for more and better public education programs for the Black Community to empower them to deal constructively with the issues involving police Black relations;
- b) increased cross-cultural and race relations training for police;
- c) establishment of joint police/community neighbourhood consultative committees.

Dr. Wells urged the police and the community to establish a glossary of terms to establish a common meaning for race related terms. He felt that the police should consider redefining their organizations to be called Police Services or Police Bureaus instead of the value laden term Police Forces.

Dr. Wells stressed that the Black Community should not be viewed by police as a single entity and that different voices and views have a right to be heard. Within this framework, it is of paramount importance, that young people be encouraged to have an independent voice. The differences which surfaced at the conference, while stressful and painful, produced many positive resolutions. He said that the Toronto mosaic is special and a thing of beauty. "Don't lose that because everyone has a contribution. Everyone is valuable and when we start devaluing any human being we devalue ourselves."

In his remarks at the end of the conference, Art Lymer, President of the Metro Toronto Police Association, said that some of the criticisms levelled against the force, were unjustified. However, he was willing to make an effort on behalf of himself and members of his Association to meet with the Black Community any time, and any place, to continue the process which was initiated at this conference.

In summing up, Paul Kafele noted that the conference was only one step in an ongoing process, and while there was discomfort at some of the things said and with how they were said, it was important to hear these sentiments. He felt that the groundwork has now been prepared and commitment obtained from Conference participants to forge ahead. There are bright, innovative, energetic, hardworking people in the Black Community willing to work to build on the process started at the conference. Both the police and the community form integral parts of the Toronto community and both must work together or the situation will get worse.

4.0 WORKSHOP SUMMARIES

The themes for the six workshops were established after extensive consultation between the Steering Committee and individuals and organizations in the designated communities as well as other interested parties. Workshop titles were:

1. Rights and Responsibilities
2. Public Housing
3. Justice System
4. Drugs
5. Women's Issues
6. Recruiting

The first half of each workshop was educational while the latter half focussed on building linkages and identifying strategies for the future. The workshops drew Police and Black Community representatives together in facilitated discussions introduced by police and Black Community resource people whose comments focussed the issues.

Following open discussion of key concerns, each workshop developed a series of recommendations and methods through which these recommendations could be implemented. These are reflected in the Action Plan contained in Section 5.0.

In the synthesis of results from the six workshops, it became clear that most of the issues and recommendations could be summarized as:

- Continuous Sharing of Accurate Information between the Black Community and the Police
- Empowerment of Black Youth and Community
- On-going dialogue and co-operative activities between Police and Black Community
- Coordinated Strategies and Mechanisms

Each workshop had a set of goals similar to the following for WORKSHOP #1 RIGHTS AND RESPONSIBILITIES:

- Provide a climate for open and frank discussion on the issues which affect the rights and responsibilities of members of the Black Community and the police;
- Identify key issues which impact negatively on positive relations between the Black Community and the police;
- Develop a structure designed to facilitate on-going police-community partnerships aimed at resolving the issues; and ensure support from participants for the maintenance of the proposed structures.

WORKSHOP # 1 RIGHTS AND RESPONSIBILITIES

This session provided a generic view of rights and responsibilities, beginning with individuals from both the Black Community and the Police sharing how they feel their rights have been violated. Background information provided for the workshop included a summary of the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, the new Ontario Policing Services Act, and The Public Complaints Commission procedures.

ISSUE:

During discussion, numerous members of the Black Community outlined that they feel their rights have been violated by Police particularly with respect to stops, searches, etc.

RECOMMENDATION:

A public education strategy should be developed to provide information to the community through workshops, print and audio-visual materials regarding their rights and responsibilities when dealing with the police.

ISSUE:

Police explained that they feel that their rights are often overlooked and they are investigated much more thoroughly than ordinary citizens for their actions.

RECOMMENDATION:

Police need to find ways to demonstrate to the community that the police are accountable and complaints do lead to investigations which, if the facts are substantiated, lead to the reprimand of the officers concerned.

ISSUE:

The large number of Black Youth in the court systems feel alienated and are unwilling to take part in any programs for change. Black Youth must "feel" a part of society. They do not! For example, the lack of Black Youth involvement in the planning of programs and their locations reduces willingness to participate.

RECOMMENDATION:

Black Youth need the support of the community at large including the Police. In addition strategies are needed to ensure more Black Youth input into the development of programs and use of space at community centres.

ISSUE:

Both Police and Black Youth need to go into the other's environment to get to know each other as individuals. Together we must build models of rights and responsibilities for: young and old, Black and white, police and community etc.

Black Youth need interaction and involvement with police as individuals without their 'uniforms'.

RECOMMENDATIONS:

An integrated strategy and plan of action is necessary to bring together community organizations including JCA with the various police jurisdictions who attended this conference.

Workshops and other joint initiatives could be planned to improve understanding of citizens rights and responsibilities in a changing Metropolitan community. These initiatives should seek particularly to include the direct and positive involvement of the Black Youth.

ISSUE:

There is no coordinated strategy.

RECOMMENDATIONS:

A strategy through which a partnership is created for on-going dialogue between police and community must be developed. JCA should join forces with other community groups to achieve this in a coordinated manner.

WORKSHOP # 2 PUBLIC HOUSING

The presenters reviewed the operations of Metro Toronto Housing Authority including background on its race relations unit. Workshop discussion focussed on the social problems which exist in most Ontario housing units.

As a result of the discussion the group agreed on the following key recommendations to begin to broach the problems.

ISSUE:

Information about the public complaints process is inadequate.

RECOMMENDATION:

An education program including information on the public complaint process is essential both for the police and the community.

ISSUE:

Black Youth feel alienated from Housing Authorities.

RECOMMENDATION:

Black Youth need to feel included in programs which result in the community taking pride and ownership of the housing areas. The development of collaborative mechanisms are essential.

ISSUE:

No dialogue between police and local community housing authorities exists.

RECOMMENDATION:

Ongoing local police-community committees need to be strengthened, or developed where they do not exist. Police should be invited by the Black Community to more Metro Housing area meetings in local housing communities, particularly in communities where this process has not begun.

ISSUE:

There is very little positive communication between police and some segments of the Black Community.

RECOMMENDATION:

Both the Black Community and the Police need to develop proactively a mechanism which ensures that dialogue takes place.

ISSUE:

The relationship between Metro Housing and Police is often viewed with distrust by the Black Community.

RECOMMENDATION:

Metro Housing and the Police need to clarify their relationship to the Black Community whose members need to participate fully in Metro Housing Area Committees.

WORKSHOP # 3 JUSTICE SYSTEM

This workshop included an overview of the justice system and the complaint structure with emphasis on Police Complaints Board/Public Complaints Commission.

Presenters also overviewed the issue of racism in relation to the operation of the justice system.

ISSUE:

Many Police-Black problems are exacerbated by community lack of understanding of police and roles and procedures and police lack of intercultural awareness and sensitivity to the Black Community.

RECOMMENDATIONS:

1. Information sharing between the community and the police is essential -- the police must feed information to the Black Community and the Black Community must go to the police and let them know what is most likely to be effective with members of their community. Feedback from people arrested, both before and after, is essential.
2. On-going training in race relations and cross cultural awareness and communication is essential for lawyers, judges, Justice of the Peace etc. throughout the correctional and judicial system.

ISSUE:

Information was presented which illustrated that Black Youth comprise 40% of the prison population although Blacks number less than 12% of the general population. Two main questions were raised:

- Whether there is a correlation between education and the Black situation (i.e. the Black population in Universities such as York University has decreased over the past 5 years);
- The extent to which racism plays a significant role in incarceration.

A number of explanations were discussed including the fact that the system is primarily "white" -- A Black Youth faces a white dominated system, with white police, a white lawyers, a white judge, and a white crown attorney.

RECOMMENDATION:

In order to determine objectively if Black Youth are being treated fairly or unfairly by the system, a study needs to be done comparing an equal number of disadvantaged Black and white Youth going through the system.

ISSUE:

Building more trust between police and community.

RECOMMENDATIONS:

1. Police forces should be more vigilant in identifying and documenting racially motivated incidents and publicizing these incidents and the corresponding penalties.
2. An Independent Review Commission to review racist actions and to establish guidelines for dealing with them.

Ideally this Review Commission should be initiated by the Police, and not by the Black Community since this implies a different tone.

ISSUE:

Lack of consultation between grass roots community and police.

RECOMMENDATION:

This particular workshop group wants to address specific problems and justice issues on an ongoing basis after the conference.

A more structured mechanism such as a community consultative committee should be created to ensure ongoing discussions between police and grass roots community participants.

WORKSHOP #4 DRUGS

The major problems identified were:

Selling of drugs
Widespread availability of crack
Buyers and sellers from out of community
Negative stereotyping of community
Large number of blacks in correctional facilities
Lack of opportunity in community
High rate of school dropouts
Policing on request not by over representation
Higher prevalence of weapons and more shootings in communities
Increased danger of undercover officers being knifed or shot
Intimidation of residents

ISSUE:

Black Youth think that Police single them out because of the way they dress and the fact that they are Black. These Youth often do not have any marketable skills and are easy prey for dealers hanging around the MTHA in hallways, parking lots, and garages. There is a perception that the drug problem is a "Black problem".

RECOMMENDATIONS:

1. Public education strategies and materials need to be developed to assist dispelling misperceptions.
2. Police need to learn about Black Heritage to better enable them to deal with the Black Community. The community also needs to learn more about the police to better understand them.

ISSUE:

Police mass arrests create the impression that an area has serious problems. The Black Community has to accept the fact that with every public housing sweep done by the police there is a strong possibility of Blacks being arrested. Statistically, 1 in 4 in the Black Community has had a previous arrest or is on parole whereas the number in the white community is 1 in 17.

RECOMMENDATIONS:

1. Black organizations should play an active role in the education of the community and in planning activities for Youth. They should have someone attend a police drug education course, so that the person can return to the community and help educate the people.
2. Parents and community leaders have to play a more active role in educating their children about drugs.
3. More programs need to be developed to keep Youth off the street. Community organizations need more funds to organize activities for Youths.

ISSUE:

There is little dialogue between police and community about drugs and drug issues.

RECOMMENDATIONS:

1. Police and community need to examine ways in which they could work jointly on drug awareness programmes.
2. To enhance dialogue once it is established, police officers should stay in the community for a number of years and not be transferred. Positive events should be highlighted and used to motivate other members of the community.
3. Police and community representatives should participate jointly on Drug Task Forces.
4. More institutions for drug rehabilitation are necessary.
5. Locate future conferences or workshops in the middle of the community and not in a middle class location.

WORKSHOP #5 WOMEN'S ISSUES

A number of key issues were discussed including:

Family Violence and Implications of Police Interventions;
Cultural and Stereotypical Prejudgements;
Distrust of Community and Police Skepticism;
Training of Police on Ethnocultural Diversity.

ISSUE:

Referral services are inadequate for women in the Black Community.

RECOMMENDATION:

Police Agencies need trained personnel who are provided with the phone numbers of shelters and who can and will provide these numbers to those who need them.

ISSUE:

Black women are not reflected in victim services agencies.

RECOMMENDATIONS:

1. Members of the community, especially women, need to become involved in ensuring that there are victim referral services available which are supportive of members of their ethnic communities and reflect that community.
2. Police officers should provide victims with referral service information. e.g.
 - Assault on Women Helpline/ 24 Hours
 - Victim Service Helpline/ June-July

RECOMMENDATION:

ISSUE:
Members of the community do not understand police procedures.

RECOMMENDATIONS:

More effective knowledge of police procedures are necessary. Community representatives should research police procedures i.e. radio, dispatch and priority procedure, and then communicate their findings to the community.

Nothing in this document deals with an application of human rights principles to investigating complaints of police conduct.

ISSUE:

Domestic calls often are dealt with slowly or not at all. Officers often appear to lack cultural awareness.

RECOMMENDATION:

Mechanisms need to be found to ensure that calls for service involving domestic violence are dealt with quickly and sensitively.

RECOMMENDATIONS:

1. Provide information on police recruiting efforts to the community.

2. Provide orientation on how to prepare for police recruitment and employment.

3. Ensure that officers reflect (in gender, race, ethnicity, age, etc.) the community they serve (the priority successfully).

4. Ensure that all officers have equal treatment in rewards and promotion for Black and White police officers.

5. Ensure that the public and police have confidence that qualified candidates are hired, and that arrests who are justified are justified.

6. Police associations participate in the education of members about recruitment and promotion policies.

7. Police Toronto Police Association and 3P develop a joint publicity campaign that conveys the point of Employment Equity.

8. Create an environment so that Black and White police officers can work together effectively.

WORKSHOP #6 RECRUITING

A number of barriers to careers in policing were discussed including:

- a lack of community understanding of what police do
- racism and institutional barriers in selection
- a widespread feeling that the system is not for them

Most of this workshop dealt with an exploration of numerous methods of improving recruitment of Blacks.

ISSUE:

Blacks are underrepresented in police forces. Although the number of Black's applying in 1990 to Metro is up from levels last year, many more are necessary.

RECOMMENDATIONS:

1. Provide information on police recruiting process to Black Community.
2. Prepare a booklet on how to prepare for police test required for employment.
3. Explain areas that person failed (Second time applicants are highly successful).
4. Ensure that all officers know that the selection standards and process for Blacks and Whites are the same.
5. Ensure that the public and police know that only qualified candidates are hired, not just anyone who completes an application.
6. Police Associations participate in the education of officers about recruitment and promotional policies.
7. Metro Toronto Police Association and JCA develop a joint publicity campaign that outlines the facts of Employment Equity.
8. Create an environment so that Blacks can advance.

ISSUE:

The Black Community do not assist Police with recruitment efforts.

RECOMMENDATIONS:

1. Develop strategies for JCA and other Black Community organizations to undertake to assist Police in recruiting Blacks through co-sponsorship of events e.g. job fairs.
2. Black Community encourage presence of uniformed police officers in their communities. Develop a long and short term media strategy.
3. Review interview processes to ensure no bias in police force selection processes.

ISSUE:

Increased dialogue between police and community.

RECOMMENDATIONS:

1. Hold police-community seminars in the community on a regular basis.
2. Open-House programs co-sponsored by Police and Black Community.
3. Police sponsor Boys Club and participate in coaching.
4. Community highlights Black Officers as Role Models.
5. Introduce Black cultural symbols in police-recruitment strategies and programs.
6. Use more Black Officers as Role Models and as recruiters.
7. Institute ride-along program.
8. Establish regular (Monthly) police-community dialogues hosted by various churches in the Black Community on a rotational basis.

ISSUE:

Proactive recruiting costs money.

RECOMMENDATION:

Secure support for recruitment initiatives including external funding programs to the Black Community e.g. Ministry of Solicitor General support the efforts of Black organizations by giving them \$250 for each recommended Black candidate who is recruited by the Police.

The following table provides a breakdown by the number of respondents who were Black, aged and qualified, and the number of Black respondents. One hundred and twenty individuals with community representation.

Approximately 31% of all our Black people indicated that they would like to participate in follow-up with the members of the CCR who will be all those interested to participate in the following action plan.

Black Community Recruitment Fund

To what extent were you generally satisfied with the following?

Unsatisfied	10
Satisfied	50
Very Satisfied	32

To what extent did the aims and objectives of the Black Community coincide with your own personal goals?

Unsatisfied	10
Satisfied	50
Very Satisfied	32

To what extent were you satisfied with:

Black Community Identification-Socially-Oriented

The structure and format	10	47	33
The content and topics	18	47	35
The time and flow of the activities	18	47	35
The organizational staff	18	47	35
Length	18	34	58
Location	10	40	49

5.0 EVALUATIONS

The questionnaire was handed out to all 201 participants of which 81 or 40% completed and returned their evaluation forms. Overall 85% of the forms were favourable (satisfied or very satisfied) and most events were well rated.

According to the individual evaluations, the highlights of the conference general sessions were Dr. Elsie Scott and Dr. Reginald Wells from NOBLE and the closing comments by the final panel composed of Paul Kafele, Art Lymer and Roy Williams.

All of the workshops were highly rated and elicited excellent police-community dialogue. One workshop was very unbalanced with very few community representatives.

Most positively of all was that 65 people indicated that they are committed to participate in follow-up after the conference. The JCA will invite all those interested to participate in the follow-up action plan.

5.1 Synthesis Of Conference Evaluation Forms

To what extent were you generally satisfied with the conference?

Unsatisfied	6
Satisfied	52
Very Satisfied	23

To what extent did the aims and objectives of the conferences coincide with your own personal goals?

Unsatisfied	11
Satisfied	56
Very Satisfied	14

To what extent were you satisfied with...

	Very Unsatisfied-Satisfied-Satisfied
The structure and format	10 47 25
The content and topics	5 41 35
The timing and flow of activities	9 43 30
The organizational staff	2 40 38
Lunch	2 20 59
Logistics	7 40 34

To what extent were you satisfied with...

Very
Unsatisfied-Satisfied-Satisfied

Speeches	27	29	8
Entertainment	24	23	14
Video	5	34	27
Dr. Elsie Scott	1	6	64
William McCormack	8	13	49
Karamjit Singh	9	36	22
Roy Foster	27	34	10
Ken Jeffers	5	30	30

Workshops

Very
Unsatisfied-Satisfied-Satisfied

Rights & Responsibilities	2	8	5
Public Housing	0	7	6
The Justice and Penal System	1	4	5
Drugs	0	6	10
Women's Issues	0	8	6
Recruitment & Retention	0	2	10

To what extent were you satisfied with...

Very
Unsatisfied-Satisfied-Satisfied

Dr. Reginald Wells	2	12	51
Paul Kafele	3	19	35
Art Lymer	3	21	35
Roy Williams	5	31	24

Are you committed to participate in follow-up from the conference?

Yes	61
No	1
Maybe	4
Do not know	0

APPENDIX A - CONFERENCE PROGRAMME

PRIMARY OBJECTIVES

1. To develop models or strategies for police-community relations.
2. To put an ongoing police-community liaison structure in place.
3. To secure support for maintenance of this on-going structure.

AGENDA

Friday, April 27, 1990

4:30-8:30pm	Registration Nathan Phillips Room
7:00-7:40pm	CONFERENCE OPENING <ul style="list-style-type: none">. Miah Bailey President of JCA. Hon. Bob Wong Minister of Citizenship. June Rowlands, Chair Metropolitan Toronto Police Commission. Akua Benjamin Community Activist
7:40-8:20pm	Entertainment Company of Sirens
8:20-9:30pm	Reception

Saturday, April 28

8:15-8:50am Registration
 Coffee

OPENING PLENARY
Nathan Phillips Room

8:50-9:00am Introduction

- Karl Fuller
Conference Chair

9:00-9:20am CBC Video
"The Price of Prosperity"

9:20-10:20am Reaction and Theme

- Dr. Elsie L. Scott
Executive Director
National Organization of Black Law
Enforcement Executives (NOBLE)
Washington, D.C.
- William McCormack
Chief of Police
Metropolitan Toronto
- Roy Foster
Youth Representative
- Ken Jeffers
Moderator

10:20-10:35am Coffee Break

10:35-12:00am Questions, Answers and Discussion

12:00-1:30pm Lunch

Introduction and Thank You

- Karl Fuller
Council on Race Relations and Policing
- Hon. Steven Offer
Solicitor General of Ontario

1:30-3:00pm Concurrent Workshops

3:00-3:15pm Coffee Break

3:15-4:15pm Workshops Continue

Participants return to the same workshops and continue to discuss their ideas with a focus on developing a blueprint to make their ideas operational and a plan to which each person can commit.

CLOSING PLENARY
Nathan Phillips Room

4:15-5:00pm Dr. Reginald Wells
NOBLE

An overview of some techniques that work for putting action plans and post-conference working group in place.

Synthesis of action plans from workshops and initial blueprint for development of a follow-up mechanism (based on feedback from 6 workshop reorders).

Roy Williams, Moderator

Art Lymer
President
Metro Toronto Police Association

Paul Kafele

5:00-6:30pm Reception

WORKSHOPS

1. Rights and Responsibilities: A generic view beginning with individual's sharing how he or she feels that his or her rights have been violated (Black or police).

Dwight Whylie-Facilitator
Angela McCormack
Staff Sgt. Syd Young
Location: Terrace Room

2. Police-Black Community Relations in Public Housing and the role of public housing authorities.

Facilitator-Barbara Taylor
Carolann Wright
Chimbo Poe-Mutuma/David Simmons
Sgt. Steve Wright
Location: St. David South

3. Police-Black Community Relations with respect to The Justice System particularly with relation to Black Youth.

Lawrence Arno-Facilitator
Peter Abrahams
Staff Sgt. Julia Montrose
Location: St. David North

4. Police-Black Community Relations with respect to drugs.

Ken Jeffers-Facilitator
Ron Winn
Staff Insp. Keith Cowling
Location: St. George East

5. Police-Black Community Relations with respect to women's issues and wife assault in particular.

Zanana Akande-Facilitator
Donna Joyette
Staff Sgt. Gary Dealy
Location: St. George West

6. Police-Black Community Relations in terms of recruitment of Black Youth, promotion and retention of Black officers.

Sylvia Searles-Facilitator
Akwatu Khenti
P.C. Terry McLeod
Location: Elm Suite

WORKSHOP DESCRIPTION

1. Police-Black Community Relations-Rights & Responsibilities

This workshop begins with a general look at how an individual police officer and a Black person may feel and behave when his/her rights have been violated.

WORKSHOP DESCRIPTION

Members of the Black Community allege that police officers often abuse their powers. Members of the community point to incidents where police officers stop them indiscriminately; similarly, members of the community point to cases where police officers have photographed them without cause.

It is generally felt that many of Metro's residents are unaware of their rights and responsibilities in law enforcement matters. In a changing society, knowledge and exercise of one's rights are mechanisms to ensure equality of treatment under the law. But while residents have rights these are not absolute. Police officers also have rights both as citizens and by virtue of police duty. In a law enforcement situation between a police officer and a member of society, both parties have a right to exercise some measure of his or her rights; but each party also has the duty to respect the other party's right. In some cases each party may enter into a particular law enforcement situation with preconceived notions about the other. Such assumptions can have an impact both on the final outcome of the particular situation and the perceptions that some aspect of ones rights have been violated. This workshop will address both sides of this issue.

WORKSHOP OBJECTIVES

The objectives of this workshop are to:

1. identify the rights and responsibilities of both citizens and police officers in society;
2. examine how expectations and perceptions of Black citizens and police officers can influence the outcome of incidents between these groups;
3. develop and share ideas on how future incidents could be better managed;

4. establish a one year plan consisting of specific actions to help the police and members of the Black community better understand and demonstrate their respective rights. This action plan should clearly outline the role of the police officer, citizen, community and the family in creating a better environment.

Location: Terrence North

There is no question that police live in public housing facilities. Many people believe that police neighborhoods are more violent than other neighborhoods. This happens because of the widely held belief that there is a negative relationship between poverty and law enforcement. There is a negative feeling that police invade the privacy of public housing residents. Furthermore, there is a perception that the relationship with the police is such that if anything goes wrong, the police will do nothing. In addition to law enforcement, many low income neighborhoods, however, need to have a neighbor for safety and/or developed stability in the initial settlement phase. Given the negative situation, the income commitment would have to be occupied by visiting neighbors in the surrounding areas. This being the case, the community would be subject to negative police scrutiny. Whether by choice or otherwise, the police association will be significant from generation to generation.

Community Organization

The main purpose of this workshop are to:

1. Identify concerns of the Black Community and the Police regarding the issues involved in police/policing.

2. Identify the appropriate role of Metropolitan Police Department in reconciling these issues.

3. Develop a one year action plan which will assist both the Black Community and the police institution, to identify what needs to be done to improve Black Community/Police relations. This action plan will clearly outline the role of the individual officer, the individual citizen and the community and the family in creating a positive environment.

Signed by: David South

2. Police-Black Community Relations - Public Housing and the Role of Housing Authorities

This workshop will address the manner in which Black tenants in public housing facilities are treated during the course of police business.

WORKSHOP DESCRIPTION

Much of Metro Toronto's working poor live in public housing facilities. Many people believe that poorer neighbourhoods are policed stricter than wealthier ones. This happens because of the widely held belief that there is a positive relationship between poverty and the level of crime. There is a widely held belief that police invade the privacy of public housing residents. Furthermore, there is a perception that MTHA collaborates with the police in such incidents. Thus, the nature of policing, some people argue, is tougher in low income communities. Many low income communities, however, tend to serve as a receptor for newly arrived immigrants still in the initial settlement phase. Given current immigration patterns, low income communities tend also to be occupied by visible minorities in the settlement phase. This being the case, the communities which are subject to stricter police scrutiny, whether by design or otherwise, are also communities with a significant Black population.

WORKSHOP OBJECTIVES

The objectives of this workshop are to:

1. identify concerns of the Black Community and the Police with respect to the issues involved in policing public housing facilities;
2. identify the appropriate role of Metropolitan Toronto Housing Authority in reconciling these issues;
3. establish a one year action plan which outlines specific steps that the police and the police institution, Metropolitan Toronto Housing Authority, and members of the Black community can take to improve Black Community - Police relations. This action plan will clearly outline the role of the individual officer, the individual citizen, the community and the family in creating a positive environment.

Location: St. David South

3. Police - Black Community Relations - The Justice Systems

This workshop will examine the differential treatment of Blacks in the context of the Justice & Penal Systems. The workshop will look at issues involving the laying of a charge against an alleged Black offender, repeat offenders and/or parolee.

WORKSHOP DESCRIPTION

It is generally felt that neither police officers nor Crown Attorneys bargain objectively on behalf of a Black offender, or alleged offender. This combined with a culturally insensitive system often leads to needless injustices against a Black person who finds him/herself in conflict with the law. Some believe that Blacks in conflict with the law are seldomly given the benefit of the doubt. For example, statistics show that although Blacks are about 10% of the population, they make up about 40% of the prison population. This tends to suggest systemic discrimination. Others think that the fault is on the black offender, since s/he must ultimately take responsibility for his/her actions. This workshop will address these contending viewpoints.

WORKSHOP OBJECTIVES

The objectives of this workshop are to:

1. identify the plea bargaining process and the points in this process at which the interest of a Black accused may be compromised;
2. identify the community and police concerns with respect to the issue;
3. identify appropriate solutions to these concerns;
4. establish a one year action plan designed to help the police and members of the Black Community better understand and adhere to their respective rights and responsibilities and to support positively each other's initiatives. This action plan will clearly outline the role of the individual officer, the individual citizen, the community and the family in creating this positive environment.

Location: St. David North

4. Police - Black Community Relations - Drugs

This is a workshop designed to take a critical look at how the police approach the issue of drugs in the Black Community. The workshop will attempt to find answers to the question: Why is it that there is a perception that Black Youth are singled out for drug charges?

WORKSHOP DESCRIPTION

Today the use and abuse of drugs are widespread in many communities. Cocaine, crack, weed, hash, mushroom, oil, and a host of other drugs have become a permanent feature of the society's fabric. Dealers and buyers alike assemble in various pockets of Metro to dispatch their business. In this environment, drug related crimes have apparently escalated. While drug use, abuse and dealing occur in all communities, Black Youth state that they feel singled out by police actions. Metro Police responds by saying that they have a job to do and further that all communities are policed in the same way. This workshop intends to examine this apparent dilemma.

WORKSHOP OBJECTIVES

The objectives of this workshop are to:

1. document the experiences and concerns of the Black Community with respect to drug use, abuse and dealing in the community;
2. identify the concerns and experiences of the police with respect to the enforcement of drug related laws in the Black Community;
3. establish a one year action plan designed to bridge the gap between the police and the community. This action plan will clearly outline the role of the individual officer, the individual citizen, the community and the family in creating this positive environment.

Location: St. George East

5. Police - Black Community Relations - Women's Issues

This workshop will look at what happens when a police officer responds to a domestic call in the Black Community. How is the Black family treated in these situations?

WORKSHOP DESCRIPTION

Domestic violence is an issue concerning us all. The incidence of domestic violence has increased markedly in the last 5 - 10 years. While most social services agencies operate between the hours of 9 a.m. and 5 p.m., a significant number of domestic assaults occur after 5 p.m. when the likelihood of both spouses being home is increased. This has led to an increase in the portion of Police work involving intervention into family and domestic affairs. Many Black women caught in a domestic dispute complain that they are not given equal benefit of, or protection under the law when police responds to their plight. Metro Police states that it responds to all enquiries in an equitable way. On the other hand most physical abuse against police officers occurs in domestic situations. This workshop will explore both sides of this issue.

WORKSHOP OBJECTIVES

The objectives of this workshop are to:

1. identify issues relating to policing of domestic issues in the Black Community;
2. explore the expectations of the police and the members of the Black Community in these situations;
3. determine the impact of these different expectations on the outcome of police actions in these cases;
4. establish a one year action plan designed to help the police and members of the Black Community better understand and adhere to their respective rights and responsibilities and to support positively each other's initiatives. This action plan will clearly outline the role of the individual officer, the individual citizen, the community and the family in creating this positive environment.

Location: St. George West

6. Police - Black Community Relations - Recruitment and Retention of Black Officers

This workshop will examine the recruitment activities of the Metropolitan Toronto Police Force. The workshop will attempt to find out what happens when the police attempt to recruit Black citizens. As well the workshop will look at the experience of Black officers in the system.

WORKSHOP DESCRIPTION

The police department has been accused of being a predominantly all white male establishment. It has also been accused of being insensitive to the needs of the Black police officers in the system. Members of the Black Community have demanded that the police department hire more officers from the Black Community. This, the community claims, will result in better, more sensitive police services. Meanwhile, some Black police officers claim that as police officers they are not there to represent their community but simply to do a job. Others complain that they experience racial discrimination within the police department. In its attempts to respond to these competing interests, the police department has launched its employment equity initiatives partly to recruit regularly from the Black Community. But Black Youth and other potentials are genuinely suspicious of the system. There seems to be a high level of mistrust about the system. Moreover, becoming a police officer is not one of the more popular occupations chosen by Black Youth. This workshop will address the issue of recruitment and retention of Black police officers.

WORKSHOP OBJECTIVES

The objectives of this workshop are to:

1. identify factors which may explain Black Youth perception of the system and why they often do not choose a career in policing;
2. document Black officers experience in the police force;
3. identify the possible benefits of becoming a police officer;

4. establish an action plan which will help to improve trust between the police and the Black Community and which will lead to a more representative police work force. This action plan will clearly outline the role of the individual officer, the individual citizen, the community and the family in creating this positive environment.

Location: Elm Suite

Adrienne L. Lewis	Academy of Associates
Afua Adu	Adolescent Health Network
Alfredo Alvarado	Alfredo African Revival Center
Alphonso Johnson	Community Affiliated
Alexander Franks	Children's Aid
Allison Ross	New York Youth Movement Services
Alma Jones	Micahene Community Services
Alma Jones	Community Affiliated
Alma Jones	United Achievers Group of Friends
Amelia Mays	University Affiliated
Anderson Johnson	New York University, School of Law
Antonio Kelly	Community Affiliated
Antonio Kelly	National Council of Negro Women
Antonio Kelly	United Nations
Antonio Kelly	Democracy Community & Family Center
Antonio Kelly	Reyn Brook Housing Authority
Antonio Kelly	Charlton Park Apartments
Antonio Kelly	Community Affiliated
Antonio Kelly	Canadian Canadian Association
Antonio Kelly	Ortho Canadian Society
Antonio Kelly	Southern Ontario Employment Agency
Antonio Kelly	Ontario Canadian Association
Antonio Kelly	Community Affiliated
Antonio Alfred Jean	Centre for Caribbean Studies
Antonio Jean	Multiple multicultural Association
Antonio Michael	Partnership Youth Foundation
Antonio Michael	Julian International Services
Antonio Michael	Multiculturalism and Reconciliation
Antonio Michael	Philadelphia
Antonio Michael	Emory General Hospital
Antonio Michael	Hyperion Polytechnic, social and
Antonio Michael	Paul
Bernardine Simone	Scarborough Black Directors
Bethany Grant	Community Affiliated
Beverly and Robbie	Community Affiliated
Beyoncé David	Ortho City Association
Beyoncé Jennifer	Official Immigration Computation Board
Beyoncé Jennifer	Community Affiliated
Beyoncé Milton	World War Endeavour Foundation
Beyoncé Milton	Religious Committee of Education
Beyoncé Milton	Community Affiliated

APPENDIX B - COMMUNITY CONFERENCE INVITEES

<u>NAME</u>	<u>ORGANIZATION</u>
Abrahams Peter	Abrahams & Associates
Adore Me Shoba	Braeburn Neighbourhood Place
Agard Ralph	Harmabee
Akande Dr. Isaac	Canadian African Newcomers Centre
Akande Zanana	Community Affiliated
Alexander Brenda	Children's Aid
Allen Eric	North York Youth Employment Service
Alleyne Noreen	Tropicana Community Services
Alyton Andrea	Community Affiliated
Aman Roman	United Achievers Club Of Brampton
Ambursey Gregory	Community Affiliated
Anderson Percy	York University, Bethune College
Anstead Mary	Community Affiliated
Armstrong Bromley	National Council Of Jamaicans
Arno Lawrence	Harambee
Ashby-Edwards Peggy	Jane-Finch Community & Family Centre
Augustine Jean	Metro Toronto Housing Authority, Chairperson
Baab Greg	Community Affiliated
Bailey Miah	Jamaican Canadian Association
Baker Jemel	Oromo Canadian Society
Baker Sherrie	Solicitor General, Employment Equity
Bancroft Don	Barbados Canadian Association
Bancroft Glyn	Community Affiliated
Baptiste Alfred Jean	Centre For Caribbean Dialogue
Baptiste Franka	Markham Multicultural Association
Barkley Michael	Davenport Perth Youth Services
Barr Judith M.	Jamaican Information Service
Battersby R.	Multicultural & Race Relations, Etobicoke
Bell Marjorie	Consul General Jamaica
Benjamin Akua	Ryerson Polytechnical, Social Work Prof.
Benjamin Simone	Scarborough Black Educators
Benton Grant	Community Affiliated
Berlingeria Rosalia	Community Affiliated
Beyene Dawit	Ethiopian Association
Bigford Lennox	Criminal Injuries Compensation Board, Chair
Birdra Arvinder	Community Affiliated
Blake Milton	Justice For Wade Lawson Committee
Blaney Betty	Helpmate Community Information Bureau
Booth Lucky	Community Affiliated

Braithwaite Karen	Organization Of Parents For Black Children
Braithwaite Wendy	Community Affiliated
Brent Brian	Solicitor General Of Canada
Bridge Phillip	Community Affiliated
Brooks Judy	Municipality of Metropolitan Toronto
Brown Patrick	Caribbean Youth & Family Service
Broyden Margaret	Humewood House Association
Buchanan Patrick	Ujamaa Young People's Association
Burnette Wayne	Community Affiliated
Cabral Nelson	Community Affiliated
Cadogan Carl	Youth Employment Service
Campayne Bernice	Black Secretariat
Campbell Alwin	Community Affiliated
Campbell Horace	Community Affiliated
Campbell Pam	Secretary of State
Carneige-Douglas Sandra	Metro Toronto Housing Authority
Castro Joe	Community Affiliated
Cayonne Johnny	Caribbean Cultural Committee
Chanda Mutale	Multicultural Access Program, City of
Charles Carlos	National Parole Board
Christie Wayne	Community Affiliated
Clarke Denise	Community Affiliated
Clarke Elkanah	Community Affiliated
Clayton Tamera	Community Affiliated
Cobourne Frank	Community Affiliated
Cole Fay	Congress Of Black Women
Cole Lloyd	Community Affiliated Jamestown
Cool Verda	Canadian Negro Women's Club
Cooper Afua	Community Worker
Corion Margaret	Office of Public Complaints
Cox Burnett	Community Affiliated
Cox Janet	Community Affiliated
Craig Betty Ann	Congress of Black Women
Craig Cathy	Metro Social Services
Critchlow Jerry	Community Affiliated
Critchlow Wesley	Community Affiliated
Crooks Julie	Tropicana
Cummings Everton	Metro Youth Job Corps
Currie Greg	Solicitor General, Training Advisor
Daley Jackie	Community Affiliated
Daley Nigel	Community Affiliated
Davidson Richard	Community Affiliated
Dawes Dolores	Community Affiliated
Dembo Janice	Toronto Mayors Committee Race
Dennison John	Relations
Dick Manny	Office Of The Secretary Of State,
DiDier Sara	Canada
Eaton George	Trinidad & Tobago Federation
	Community Affiliated
	Community Association Of Ontario

El man Erwin	Community Affiliated
Ellestont Dr. Inez	OMAMO
Eto Eto	African Experience
Eustaquio Mila	Peel Multicultural Council
Farrell Lennox	Jane-Finch Action Committee
Fleet David	Community Affiliated
Folkes Bev	Black Inmates & Friendship Assembly
Foster Desmond	Community Affiliated
Foster Roy	Community Affiliated
Freda	Community Affiliated
Fuller Karl	Alternative Computer Training
Galabuzi Grace Edward	Community Affiliated
Gayle Andrea	Community Affiliated
Gillings Mark	Community Affiliated
Gittens Margaret	Coalition of Visible Minority Women
Golding Garfield	Community Affiliated
Golding Lew	Scarborough Youth Services
Gonsavez Gail	Community Affiliated
Gopie Kamela-Jean	Urban Alliance On Race Relations
Grant Nadine	Community Affiliated
Green Roy	Community Affiliated
Griffith Emile	Community Affiliated
Grimmond Claude	Westview Secondary School
Grist Lin	Central Neighbourhood House
Gudge Leyland	Harmbee Youth Centres
Guggan Sri	Community Affiliated
Gupta Mohindva	Race Relations Committee
Hall Andrew	Community Affiliated
Hamilton Aretha	Community Affiliated
Hanley Malcolm	Community Affiliated
Harris Dr. Al	Harambee Clinical Services
Henry Frances	York University, McLaughlin College
Hislop Veronica	Black Heritage Association
Hudson Maurice	Peel Police Race Relations Committee
Hyles Diane	Harriet Tubman Organization
Hyman Dorothy	Black Action Devence Committee
Hyman Thando	Community Affiliated
James Debbie	Caribbean Youth & Family Service
James Evette	Caribbean Youth & Family Service
James Susan	Office of Public Complaints Commissioner
Jeffers Denise	Race Relations Directorate
Jeffers Francisa	Black Heritage Association
Jeffers Ken	Parks and Recreation, City Of Toronto
Joseph Marvin	Trinidad And Tobago Association
Joyette Donna	Victim Witness Program, Hamilton
Kafele Paul	Community Affiliated
Katone Sam	CANTACT
Keyi Vuyiswa	Mississauga Caribbean Association
Khenti Akwatu National	Council Of Jamaicans
Knights Sharon	Community Affiliated

Kouria Frank Brampton Community & Race Relations Committee

Kumane Lilian Community Affiliated

Lal Stein Deputy Minister, Solicitor General

LaTouche Janet Community Affiliated

Laws Dudley Black Action Defence Committee

Lewis Clara Multicultural Race Relations Directorate

Lynch Maureen 5 & 10 Centres

MacDonald James Community Affiliated

Malone Peter Community Affiliated

Manning Bill Afro-Canadian Congress

Marshall Glenn Black Secretariat

Martin George Caribbean Youth & Family Service

Martin Joan Community Affiliated

Mascowe Dwight Caribbean Youth & Family Service

Masters Carl Black Business & Professionals Association

Mattis Winston ADMIRE Research

McCormack Angela Community Affiliated

McDonald Sara Community Affiliated

McKay Paulette Community Affiliated

McKee David Community Affiliated

McKell Lloyd Board Of Education, Toronto9

Mcvey Jocelyn Community Affiliated

Mead Dari & Akilah Antiguan Association Of Toronto

Mehat Agit Secretary Of State, Department Of Multiculturalism

Miller Earl Ministry Of Citizenship, Race Relations

Miner Michael International Briefing Associates

Mitchell David Community Affiliated

Mohamed Nasmin East York Mayors On Race Relations

Moodey Christine Community Affiliated

Moore Curtis Harambee

Morowei Linda Jane-Finch Concerned Citizens Organization

Morrison Glen Solicitor General, Police Relations

Murray Tilly Milliken Mills West Indian Association

Nakamura Mark CAO Department, Metro Toronto

Neilson Garth Etobicoke Youth Employment

Neilson Janet Jamaican Canadian Association

Neves Chilsa Immigrant Women's Health Centre

Nezey Jocelyn Community Affiliated

Pearson Eugenia WHYY MEE

Pellitier Allen Community Relations Officer, Solicitor General

Peters Adrian Community Affiliated

Pham Tung Area East Social Work Service

Phillips Loita On Race & Ethnocultural Equity

Poe-Mutma Chimbo	Community Affiliated
Quamina Dr. Odida	Social Review Board
Radford Ben	Ministry Of Citizenship
Rajah Sri Skanda	Community Affiliated
Regis Greg	Community Affiliated
Regisford Vidoll	Metro Toronto Housing Authority
Roach Charles	Roach-Smith
Robb Cheryl	Community Affiliated
Robinson Wayne	Community Affiliated
Rowe Roger	Jane-Finch Legal Services
Sahota Jeeti	council on Race Relations & Policing
Samuels Joseph	Oakland
Sawh Sash	Association Of Concerned Guyanese
Scott Dr. Elsie	NOBLE, USA
Seabe Matubi	SASIC
Sealy Trevor	Community Affiliated
Searles Sylvia	Race Relations & Policing Unit
Simmons David	Metro Toronto Housing Authority
Singh Chet	Chimo Co-ordinator, North York Board
Singh Karamjit	Police Complaints Authority, London, England
Smith Charles	Community Affiliated
Smith Frankie	Community Affiliated
Smith Janice	Brampton Multicultural Centre
Smith Janice	Urban Alliance On Race Relations
Smith Marvin	Community Affiliated
Smith Maurice	Community Affiliated
Solomon Paul	Community Affiliated
Somersall Glen	Community Affiliated
Soso Mitchell	Community Affiliated
Spence Chris	Jamaican Canadian Association
Stansfield Ron	Community Affiliated
Stewart Herman	Community Affiliated
Taylor Barb	Harambee, Director Of Education
Taylor Miriam	Community Affiliated
Teadman Daphne	Community Affiliated
Telfer Jackie	Community Affiliated
Theobales B.	Jamaica Information Service
Thomas Barry	North York Mayor's Race Relations Committee
Thomas John	Community Affiliated
Thompson Veronica	Community Affiliated Toronto
Toussaint Pierre Eddy	Community Affiliated
Tuck Mark	Community Affiliated
Turner Tana	Black Secretariat
Ubochi Bridget	Ummunna Cultural Organization
Vanriel Newton	Jamaican Canadian Association
Veecock June	Ontario Federation Of Labour
Walker Clive	Community Affiliated
Walters Audrey	Community Affiliated

Waterman Brian	Community Affiliated
Waugh Fixton	Community Affiliated
Wells Dr. Reginald	NOBLE, USA
Whylie Dwight	Canadian Broadcasting Corporation
Williams Joyce	Community Affiliated
Williams Marie	Afro-Canadian Congress
Williams Rick	Malton Black Development
Williams Roy	National Council Of Jamaicans
Williams Sheryl	Community Affiliated
Willock Sara	Marcus Garvey Group Home
Winn, Ron	Community Affiliated
Wright Carolann	Social Worker, Peel Region
Young Syd	Solicitor General
Yusuf Mahad Ali	Somali Immigrant Aid Organization

POLICE PERSONNEL

METROPOLITAN TORONTO POLICE FORCE

C.A.O. Mr. Hugh Moore
S/Superintendent J. Flynn - No. 5 District
A/S/Superintendent R. Kerr - Business Systems
A/S/Superintendent G. Wadell - Executive Officer
Superintendent D. Boothby - 52 Division
Superintendent J. Newsome - 42 Division
A/Superintendent C. Winter - 14 Division
 A/Superintendent J. Fantino - 31 Division
Ms. S. Lewis - Equal Opportunity Manager
S/Inspector K. Cowling - Detective Services
A/S/Inspector G. Brown - 32 Division
A/S/Inspector B. Boccongelle - 51 Division
Inspector S. Fairclough - Chief's Staff
Inspector S. Fernandes - Recruitment Unit
Inspector G. Grant - Inter-Community Relations
Inspector A. Leach - Public Affairs
Inspector G. Paproski - 23 Division
A/S/Inspector J. Hunter - 3 District C.I.B.
A/Inspector K. Forde - Commission Staff
S/Sergeant G. Dealy - Community Programmes
S/Sergeant J. Montrose - Community Programmes
S/Sergeant M. Sale - Public Affairs
Sergeant W. Gibson - Employment Office
Sergeant S. Wright - 31 Division
Constable T. McLeod - Recruitment Unit
Dr. Leah Lambert - 2

Inter-Community Relations

A/Inspector S. Hembruff
Constable Aceto
Constable Paglia
Constable Payne
Constable Reid

11 Division

Sergeant J. Merritt
Constable I. Correa
Constable K. Dawe
Constable M. Metcalfe

52 Division

14 Division

S/Sergeant D. Keller
Sergeant K. Douds
Constable A. Dean
Constable J. Kraayeveld
Constable J. Paterson

23 Division

Sergeant W. Bolton
Constable D. Bourque
Constable K. French
Constable J. Murphy
Constable J. Redden
Constable G. Tirabassi

31 Division

Inspector A. Robertson
Sergeant R. LaMarche
Sergeant W. Rutledge
Sergeant R. Silverton
Sergeant S. Wright
Constable J. McNeilly
Constable R. Stoodley

32 Division

Sergeant R. Cove
Sergeant J McLean
Constable G. Callanan
Constable D. Percy
Constable M. Persichilli

42 Division

S/Sergeant R. Wood
Sergeant H. Tim
Constable J. Loughlin
Constable D. MacInnis
Constable D. Mansfield

51 Division

S/Sergeant Dybenko
Sergeant Gronross
Constable Jones
Constable Mikkelsen
Constable Olsen

52 Division

S/Sergeant D. Singleton
Sergeant M. Mason
Sergeant J. Sneep
Constable R. Ashford
Constable D. Quigley

Sergeant
Sergeant
Constable
Constable

METRO TORONTO POLICE FORCE

(Breakdown by Workshop)

Workshop #1 (Rights & Responsibilities)

A/Superintendent C. Winter
A/Superintendent J. Fantino
Inspector A. Leach
Inspector J. aunder
S/Sergeant R. Wood
Sergeant Gronross
Sergeant M. Mason
Sergeant J. McLean
A/Sergeant H. Dunnah
Constable Acceto
Constable J. Redden
Constable R. Stoodley

Workshop #2 (Public Housing)

S/Superintendent J. Flynn
A/S/Superintendent R. Kerr
A/S/Inspector B. Boccongelle
Inspector A. Robertson
S/Sergeant M. Burd
S/Sergeant D. Keller
S/Sergeant D. Singleton
Sergeant R. Cove
Sergeant J. Merritt
Constable D. Bourque
Constable A. Dean
Constable D. Mansfield

Workshop #3 (Justice System and Youth)

Inspector S. Fairclough
A/s/Inspector J. Hunter
S/Sergeant Dybenko
Sergeant W. Rutledge
Sergeant J. Sneep
Sergeant H. Tim
Constable G. Callanan
Constable K. Dawe
Constable K. French
Constable Payne

Workshop #4 (Drugs)

Superintendent D. Boothby
Inspector G. Paproski
Sergeant K. Douds
Sergeant R. Silverton
Constable R. Ashford
Constable I. Correa
Constable Jones
Constable D. MacInnis
Constable J. McNeilly
Constable M. Persichilli
Constable Reid

Workshop #5 (Women's Issues)

Superintendent R. Brown
Superintendent J. Newsome
A/S/Inspector G. Brown
S/Sergeant M. Sale
Sergeant W. Bolton
Constable M. Metcalfe
Constable Mikkelsen
Constable Paglia
Constable J. Paterson
Constable D. Quigley
Constable C. Shannon
Constable G. Tirabassi

Workshop #6 (Recruitment)

A/S/Superintendent G. Waddell
Ms. S. Lewis
Inspector G. Grant
A/Inspector K. Forde
Sergeant W. Gibson
Sergeant R. LaMarche
Constable J. Kraayeveld
Constable J. Loughlin
Constable J. Murphy
Constable Olsen
Constable D. Percy

Resource

S/Inspector K. Cowling
Inspector S. Fernandes
S/Sergeant G. Dealy
S/Sergeant Montrose
Sergeant S. Wright
Constable T. McLeod

PEEL REGIONAL POLICE FORCE

OBSERVERS:

- . Deputy Chief J. Bertram - Peel Regional Police Force
- . Deputy Chief J. Wingate - Peel Regional Police Force

Workshop #1

Detective Sergeant E. Toye
Detective G. Davies
Inspector P. Young

Workshop #2

Inspector J. Simpson
Detective Sergeant B. Rea
S/Sergeant B. Cryderman

Workshop #3

Inspector B. Graham
Detective Sergeant J. Davidson
Detective Sergeant D. Enright

Workshop #4

A/Inspector D. Hazelton
Detective Sergeant R. Wood
Detective A. Boyd

Workshop #5

S/Sergeant M. Spafford
A/Sergeant J. Rocha
Sergeant F. Slinger

Workshop #6

S/Inspector C. O'Toole
Detective Hilary Ottley
Inspector D. Ball

DURHAM REGIONAL POLICE FORCE

Workshop #1

Constable M. Soffie

Workshop #2

Constable R. Good

Workshop #3

Constable R. McNab

Workshop #5

S/Sergeant A. Turner

Workshop #6

Inspector D. Matthews

YORK REGIONAL POLICE FORCE

OBSERVER:

Staff Inspector J. Girvon

Workshop #1

**Inspector I. Vitins
Constable K. McNabb**

Workshop #2

**Constable D. Whittington
Constable Michael Goods**

Workshop #3

**Sergeant B. Ramdewar
Constable T. Matthews**

Workshop #4

**Detective F. Taylor
Detective T. Cusimano**

Workshop #5

**Sergeant H. McPhail
Constable K. Merrith**

Workshop #6

**Constable G. Beverly
Constable J. Smithyes**

APPENDIX D - STEERING COMMITTEE MEMBERS

- Paul Kafele, Chairperson
- Miah Bailey, Jamaican-Canadian Association
- Insp. Karl Davis, Metropolitan Toronto Police
- Karl Fuller, Jamaican-Canadian Association
- Lew Golding, Scarborough Youth Services
- Akwatu Khenti, National Council of Jamaicans and Supportive Organizations
- Art Lymer, President
Metropolitan Toronto Police Association
- George Martin, Caribbean Youth and Family Services
- Stan McKuch, Metropolitan Toronto Board of Commissioners of Police
- Linda Morowei, Jane-Finch Concerned Citizens Organization
- Staff Insp. Ted Price, Metropolitan Toronto Police
- Jeeti Sahota, Council of Race Relations and Policing
- Sgt. Keith Wiltshire, Metropolitan Toronto Police
- Sgt. Steve Wright, Metropolitan Toronto Police

This Report was drafted by International Briefing Associates, who were commissioned by the Conference Steering Committee to assist JCA with conference organization and production of this report and the action plan. IBA has had eight years experience in cross-cultural and race relations training in Policing in Canada and also internationally. IBA organized the National Symposium on Policing in Multicultural and Multiracial Urban Communities in Vancouver in 1984, the Ontario Police Minority Conference in 1988, and the RCMP National Symposium on Policing in a Pluralistic Society in Ottawa in 1989.

Conference co-ordinating staff: Winston Mattis, Ricardo Smith and Michael Miner.

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